

Head of Athlete Performance

Role Location: National Taekwondo Centre, Manchester

Contract: Permanent, Full Time



The Role

We are seeking a high-performance leader to join the team and help to realise the performance potential of GB's most talented Taekwondo athletes.

Building on the success of the Paris Games, and following a post games review, GB Taekwondo is ready to write the next chapter in its history.

This role will be pivotal in realising GB Taekwondo Medal Targets for major international competitions including the Olympic and Paralympic Games and senior World Championships, qualification of athletes for the Olympic and Paralympic Games and developing and supporting athletes to step onto a major championship podium for the first time.

About Us

GB Taekwondo is a High-Performance Company, established in 2002 to develop a Taekwondo 'World Class Programme (WCP)', designed to realise the potential of the nation's most promising Taekwondo athletes in major international competition including at the Olympic and Paralympic Games.

Over the last 20 years the organisation has established a world leading Taekwondo combat pathway, that has supported athletes to achieve 10 Olympic and 4 Paralympic medals.

With an athlete cohort spanning a range of ages and experience, and with different combat training origins, this unique organisation is looking for a talented and committed performance leader, to join its Senior Leadership Team and help shape a successful future for these athletes and future generations.

Taekwondo still holds true to its very strong and rich Korean heritage and is one of the most culturally diverse sports in the Games programme being contested internationally by over 200 nations.

As these nations become increasingly sophisticated in targeted medal success, GB Taekwondo is looking to meet this challenge head on, finding new competitive advantage, bringing through the next generation of champions and writing the extraordinary story of their journey through this dynamic sport.

Key Responsibilities

Leadership

- Work with the GB Taekwondo Senior Leadership team, respond to the Paris cycle review, and manage a period of change for the team.
- Engage the team in the LA mission, setting out a clear, ambitious and compelling picture of how GB Taekwondo will enable athletes to win.

- Actively contribute as a member of the Senior Leadership Team of GB Taekwondo, supporting and challenging other colleagues on the team, and representing the Athlete Development function within organisational strategy and decision making.
- Engage with the GB Taekwondo Board as required, reporting on the Athlete Performance function in papers and in person, as required.

Leading and Developing Coaching

- Ensure roles and responsibilities across the coaching team are clear, reflect skills and opportunities for growth, and determine optimum individual coach athlete partnerships.
- Facilitate collaboration and shared learning across the coaching team.
- Support the coaching team to continuously develop their coaching practice and be the best TKD coaching team in the world.
- Work with the coaching team to align training sessions with the developmental objectives of the athlete cohort (individually and collectively).
- Inspire and encourage innovation in coaching practice.

Athlete Selection & Management

- Ensure that athlete selection to the high-performance programme and to international teams, is clear, transparent, follows process and is fair, and ultimately results in the best possible performance outcomes.
- Work with the coaching team, to lead the processes for individual athlete planning and review, setting clear expectations and ensuring athlete and coach ownership.
- Respond to day-to-day opportunities and challenges, supporting decision making with the athlete and coach.

Training to Win

- Continuously improve the depth of knowledge about the likely profile of medal winners (what it takes to win).
- Ensure training and competition plans for each athlete include clear developmental and performance goals aligned to what it will take to win.
- Create training / sparring opportunities for the team that stretch athlete performance and align with the developmental goals of the team.

Performance Planning

- Establish a coherent and innovative planning process, that can meet both team and individual needs, are responsive day to day, and allow space for personality in coaching.
- Identify competition priorities aligned with Games and major championship qualification and performance.
- Debrief performances with athletes and coaches, identifying opportunities for continuous improvement.

Team Behaviours (Culture in the hall)

- Work with athletes and coaches to co-create GBT cultural practices that begin in the training hall, and uphold these practices in the National Training Centre and at competitions.
- Work with the SLT to embed these practices day to day throughout the National Training Centre and across the GB Taekwondo business.

Technical Leadership in Competition

- In close collaboration with the Head of Teams and Operations, provide technical leadership in competition (the post holder will be expected to attend all representative competition, and some lower key events).
- Support athletes, coaches and the support team to optimise final preparation.
- Identify performance goals in competition, including medal targets.

What we're looking for

Knowledge & Experience

- Extensive experience leading high-performance programmes or teams, with a proven track record of making a difference, establishing and maintaining a culture of collaboration, teamwork innovation and athlete support.
- Supported or led a team at a multi-sport Games (ideally the Olympics or Paralympics).
- Motivated a team to achieve high-performance, with the tenacity to take tough decisions and continuously raise the bar.
- A comprehensive understanding of coaching, sports science, data and current practice in international sport performance.
- Experience in optimising the potential of staff and athletes.
- Ability to manage multiple work streams remaining agile in prioritising time of self and of the team.
- Experience and the skills to manage and prioritise budgets and staffing.
- Experience in setting and communicating a performance vision and goals, establishing new practices/habits and upholding standards.

Education:

- Evidence of depth of study in coaching, sport science, or related subjects. Whilst a specific type or level of qualification is not an essential requirement candidates will be expected to show an advanced level of subject knowledge.

Qualities & Competencies

- Excellent relationship building and communication skills.
- Enjoy performance problem solving, and inspire this in others.
- Be a great planner, always looking and thinking ahead.
- Value the insight and experience of others and enable excellent collaboration.
- Dedicated to putting athletes first, and skillfully ensuring a culture of high challenge and high support.
- Committed to transparency in decision making, unafraid to communicate the most challenging decisions.
- Understand and value diversity and inclusion, and care deeply about the safety and welfare of athletes.

Please note: This job requires an enhanced criminal records check and written reference(s) in relation to safeguarding/suitability to work with children, as well as continual professional development.

Benefits

- A competitive salary
- 25 day per year holiday allowance which increases with your length of service
- Workplace pension (8% contribution)
- Life Assurance

Ways of working

This is a full-time role based at Ten Acres Lane in Manchester which will require frequent travel (including overseas); and will include weekend and evening work.

Application Closing Date – Midnight, Sunday 19th January 2025

Please note: We reserve the right to close the position early if application volumes are particularly high. We encourage you to submit your application as soon as possible.

[Head of Athlete Performance, Global Sports](#) | [Head of Athlete Performance, LinkedIn](#)